

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

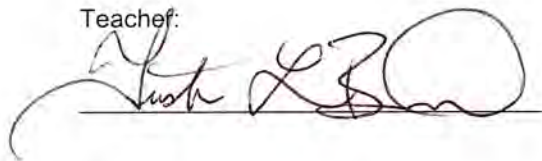
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **JUSTIN L BAIRD** ("Teacher"). **JUSTIN L BAIRD** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

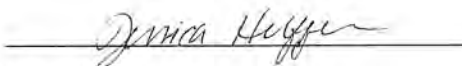
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$106,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly** basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf.

The Board provides the same contribution level for all INPRS qualified positions.

H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.

I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

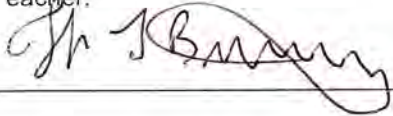
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and THOMAS F BALITEWICZ ("Teacher"). THOMAS F BALITEWICZ is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

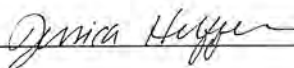
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$161,500.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

Teacher:

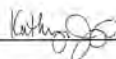


School Corporation by:



President

Attested:



Superintendent



Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf.

The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **KACI D BECKER** ("Teacher"). **KACI D BECKER** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

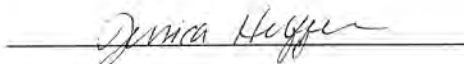
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$106,550.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

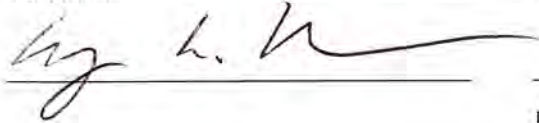
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **EMILY E BEHNKE** ("Teacher"). **EMILY E BEHNKE** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

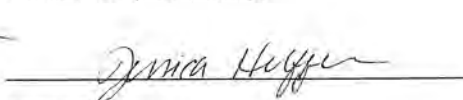
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **211.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$103,528.05** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

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for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

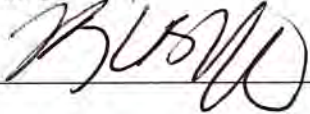
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **TIFFANY L BLICKENSTAFF** ("Teacher"). **TIFFANY L BLICKENSTAFF** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

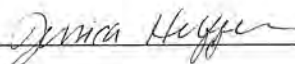
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$110,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

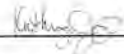


School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **EMILY J COCHRAN** ("Teacher"). **EMILY J COCHRAN** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

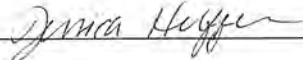
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$130,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

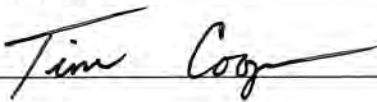
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **Timothy E Cooper** ("Teacher"). **Timothy E Cooper** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

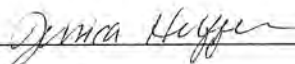
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$128,650.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf.

The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **Julie B Copeland** ("Teacher"). **Julie B Copeland** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

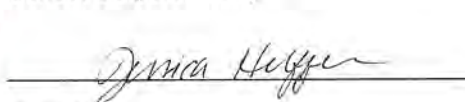
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$134,350.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and BRET L DAGHE ("Teacher"). BRET L DAGHE is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

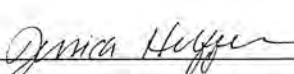
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$130,000.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **DEMETRIUS D DOWLER** ("Teacher"). **DEMETRIUS D DOWLER** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

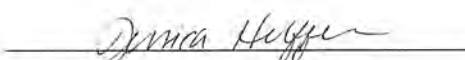
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$125,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and Christopher C Ebert ("Teacher"). Christopher C Ebert is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

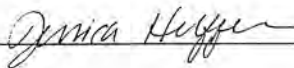
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$132,500.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

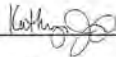
Teacher:



School Corporation by:


President

Attested:


Superintendent


Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (*applicable to 12-month administrators only*)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

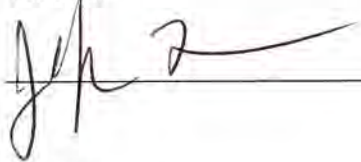
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **JENNIFER L FRICK** ("Teacher"). **JENNIFER L FRICK** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

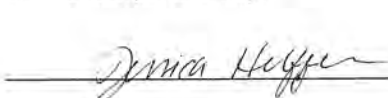
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$105,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **MARC A GIANFAGNA** ("Teacher"). **MARC A GIANFAGNA** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$136,250.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:

President



Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **KATELYN E GLANDER** ("Teacher"). **KATELYN E GLANDER** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$109,350.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

Katli Glander

School Corporation by:

Janet Huffer

President

Attested:

Kathy G

Superintendent

Janet Huffer

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and SHANE M HACKER ("Teacher"). SHANE M HACKER is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

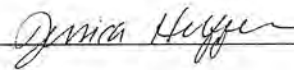
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$160,000.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

Teacher:

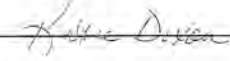


School Corporation by:


President

Attested:


Superintendent


Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

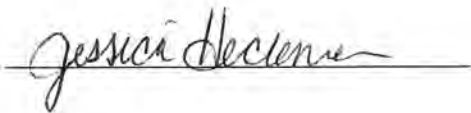
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **Jessica L Heckman** ("Teacher"). **Jessica L Heckman** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

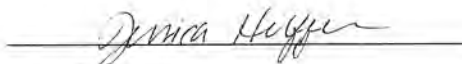
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$109,350.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:


President

Attested:


Superintendent


Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (*applicable to 12-month administrators only*)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **BRANDON C HUBBELL** ("Teacher"). **BRANDON C HUBBELL** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$126,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly** basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

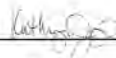


School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **AUSTIN J INGE** ("Teacher"). **AUSTIN J INGE** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

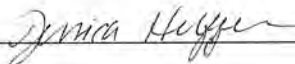
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$118,900.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and LAURA E JOHNSON ("Teacher"). LAURA E JOHNSON is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

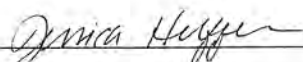
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$141,750.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

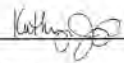
Teacher:

_____

School Corporation by:

_____
President

Attested:

_____
Superintendent

_____
Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **SHANE J KELLER** ("Teacher"). **SHANE J KELLER** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

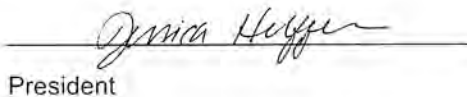
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2027**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$133,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly** basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

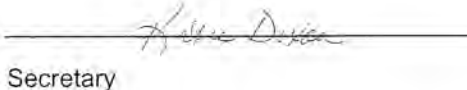
Teacher:



School Corporation by:


President

Attested:


Superintendent
Secretary

The days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

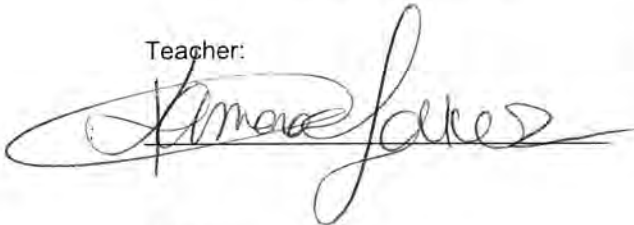
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **KAMARIA A LAKES** ("Teacher"). **KAMARIA A LAKES** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

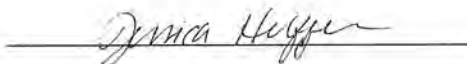
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$103,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly** basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:


President

Attested:


Superintendent
Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **KATHLEEN R LINGERICH** ("Teacher"). **KATHLEEN R LINGERICH** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

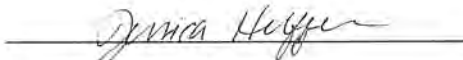
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$128,650.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

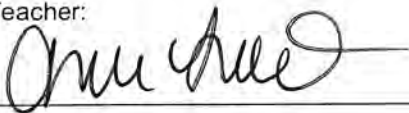
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **ANNE E LESKO** ("Teacher"). **ANNE E LESKO** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

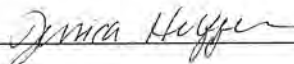
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$136,250.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:

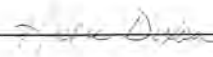


President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (*applicable to 12-month administrators only*)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **Stacey L Lingelbaugh** ("Teacher"). **Stacey L Lingelbaugh** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$130,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

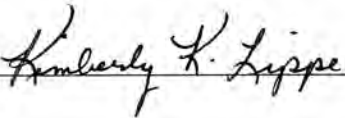
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and KIMBERLY K LIPPE ("Teacher"). KIMBERLY K LIPPE is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

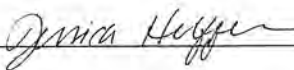
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$160,000.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

Teacher:

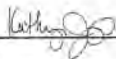


School Corporation by:



President

Attested:



Superintendent



Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **WILLIAM J MAHAN** ("Teacher"). **WILLIAM J MAHAN** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$117,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

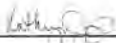


School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **ERIC T MATTINGLY** ("Teacher"). **ERIC T MATTINGLY** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

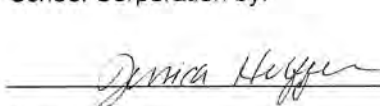
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$117,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

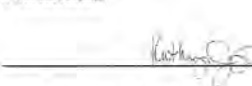


School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **Kara S Michael** ("Teacher"). **Kara S Michael** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$109,450.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

Kara Michael

School Corporation by:

Denise Hoffer

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **Matthew P Mybeck** ("Teacher"). **Matthew P Mybeck** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$109,350.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

Matthew P Mybeck

School Corporation by:

Jamie Hoffer

President

Attested:

Kathy [Signature]

Superintendent

[Signature]

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

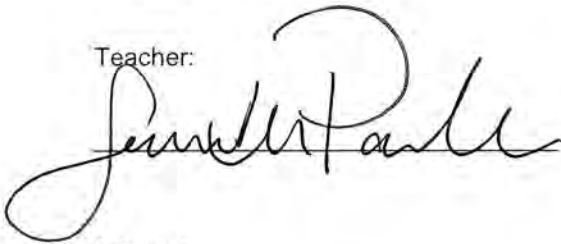
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and SAMANTHA K PARMERLEE ("Teacher"). SAMANTHA K PARMERLEE is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

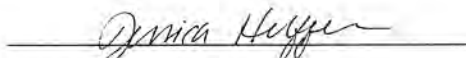
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$117,000.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

Teacher:



School Corporation by:


President

Attested:


Superintendent
Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **Amanda K Pond** ("Teacher"). **Amanda K Pond** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

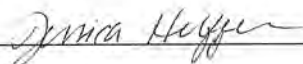
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$110,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

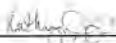


School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **CHRISTOPHER R RENNER** ("Teacher"). **CHRISTOPHER R RENNER** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

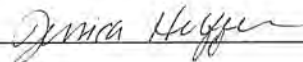
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$110,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

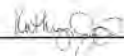
Teacher:

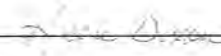


School Corporation by:


President

Attested:


Superintendent


Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **ANDREW J REPAY** ("Teacher"). **ANDREW J REPAY** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

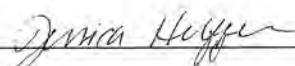
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$130,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

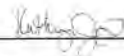
Teacher:



School Corporation by:


President

Attested:


Superintendent
Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

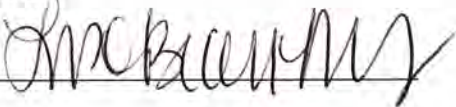
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **LISA BECERRA RILEY** ("Teacher"). **LISA BECERRA RILEY** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

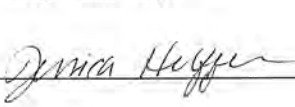
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$126,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

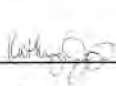


School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **Amber D Schroering** ("Teacher"). **Amber D Schroering** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$115,500.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



Attested:



Superintendent

School Corporation by:



President



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **DALE D SHARPE III** ("Teacher"). **DALE D SHARPE III** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$125,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

D. Sharpe III

School Corporation by:

Jenna Hoffer

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **KELSEY C SHEPPARD** ("Teacher"). **KELSEY C SHEPPARD** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$105,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

K Sheppard

School Corporation by:

Janice Hoffer

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and SCOTT D SMITH ("Teacher"). SCOTT D SMITH is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

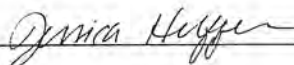
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$125,000.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

Teacher:

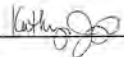


School Corporation by:



President

Attested:



Superintendent



Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **SOPHIA L STEVENS** ("Teacher"). **SOPHIA L STEVENS** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$110,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

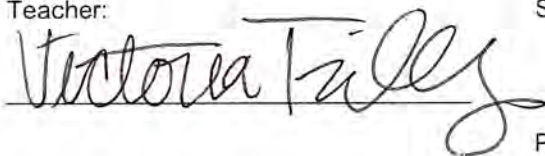
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **VICTORIA D TRIBBY** ("Teacher"). **VICTORIA D TRIBBY** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

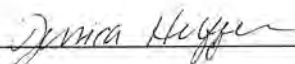
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$107,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

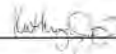
Teacher:



School Corporation by:


President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

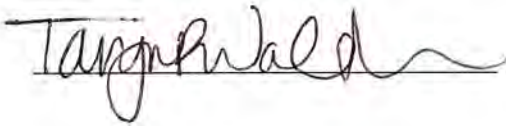
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **TARYN R WALDEN** ("Teacher"). **TARYN R WALDEN** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

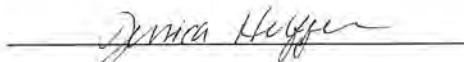
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$112,850.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:


President

Attested:


Superintendent


Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and NICOLE M WALKER ("Teacher"). NICOLE M WALKER is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$141,750.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

Teacher:

Nicole Walker

School Corporation by:

Dynia Huffer

President

Attested:

Kathleen

Superintendent

Heather Dorian

Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf.

The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and Shelly C Waugh ("Teacher"). Shelly C Waugh is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

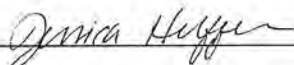
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.68. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$124,150.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 26 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of October, 2025.

Teacher:



School Corporation by:


President

Attested:


Superintendent


Secretary

The number of days shown above include five floating holidays for 2025-2026.

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

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- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
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- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
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- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **EVELYN J WERCKENTHIEN** ("Teacher"). **EVELYN J WERCKENTHIEN** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$105,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

Evelyn Werckentien

School Corporation by:

Denise Hoffer

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **COURTNEY T WESSON** ("Teacher"). **COURTNEY T WESSON** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

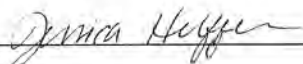
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$107,750.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **SUSAN R WISE** ("Teacher"). **SUSAN R WISE** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$134,250.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

Susan Wise

School Corporation by:

Jenna Hoffer

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **EMILY N ZETO** ("Teacher"). **EMILY N ZETO** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **214.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.68**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$111,500.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **10th** day of **October, 2025**.

Teacher:

Emily N. Zeto

School Corporation by:

James Hoffer

President

Attested:

Kathleen G. [Signature]

Superintendent

[Signature]

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2025

- A.) **Medical Insurance** – For Plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution of up to \$11,292.00 for a single medical plan, if elected, or up to \$24,376.08 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$415.80 for a single dental plan, if elected, or \$1,275.12 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2025 and 2026, the Board of School Trustees will provide an annual contribution up to \$157.20 for a single vision plan, if elected, or up to \$339.36 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$78.00 for staff members with no dependents and \$92.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** – The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines

and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.

- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, PTO, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators or follow the vacation allocation schedule followed for all support staff members.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.